DOCUMENT RESUME

ED 313 537 CE 053 738

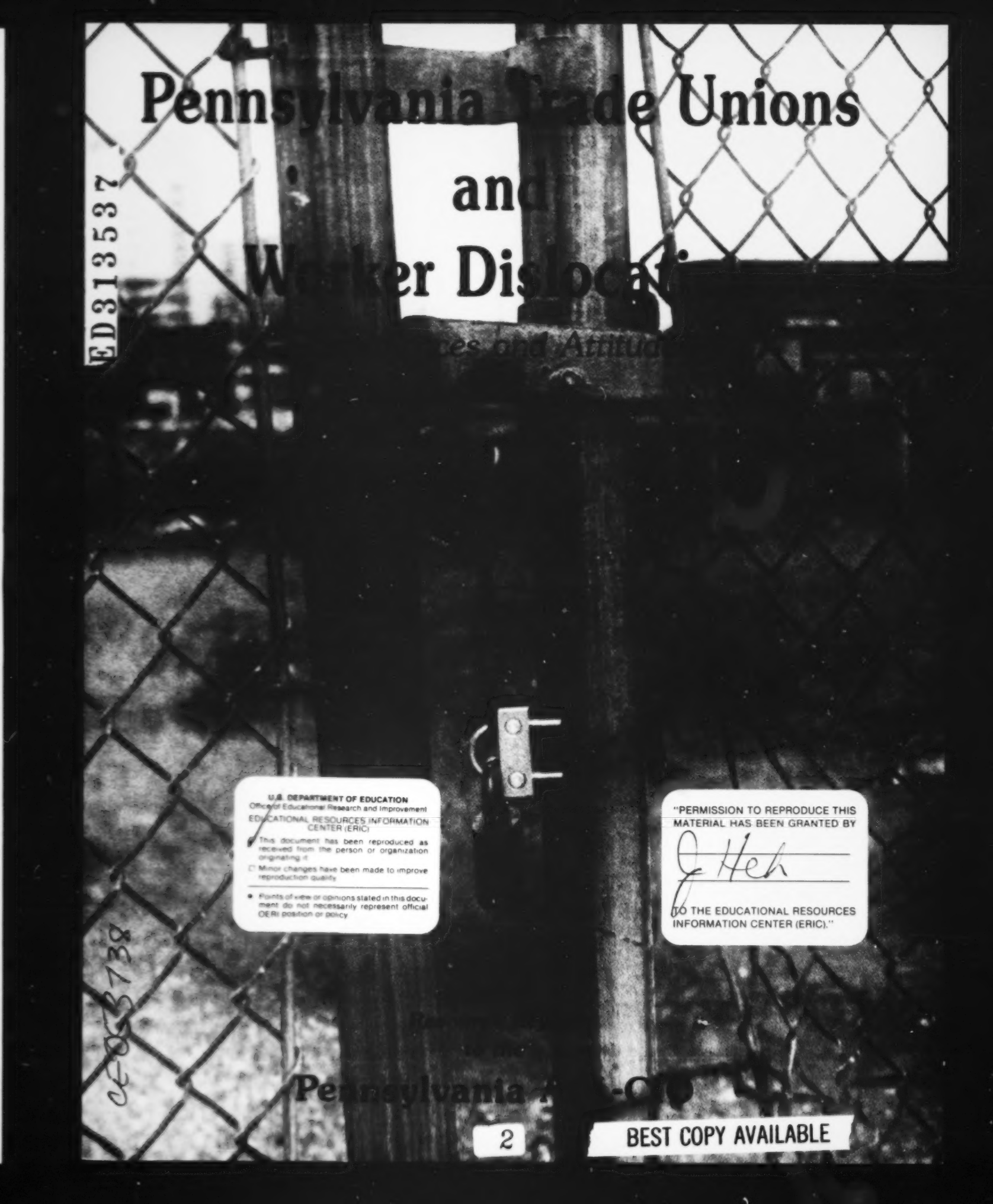
AUTHOR Juravich, Tom; Gall, Gilbert J.
TITLE Pennsylvania Trade Unions and Worker Dislocation: Experiences and Attitudes. A Research Report.
INSTITUTION Pennsylvania AFL-CIO, Harrisburg.
SPONS AGENCY Pennsylvania State Dept. of Labor and Industry, Harrisburg.
PUB DATE 30 Jun 89
NOTE 20p.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Career Change; Dislocated Workers; Dismissal (Personnel); Employment Patterns; Employment Practices; *Job Layoff; Job Placement; Job Search Methods; Labor Economics; Labor Turnover; *Outplacement Services (Employment); Reduction in Force; *Retraining; *Unemployment; *Unions
IDENTIFIERS AFL CIO; *Pennsylvania

ABSTRACT

A study asked trade union leaders in Pennsylvania about present and future levels of worker dislocation, how familiar they were with programs for dislocated workers, what factors caused job dislocation, and what factors affected the use of existing programs. Data were collected through a telephone survey of all 1,824 local unions who were affiliates of the Pennsylvania AFL-CIO. Mailed questionnaires were sent to those who could not be reached by phone. The response rate was 58 percent. The following are among the findings reported: (1) over 30 percent of the local unions had experienced some job dislocation in the preceding year; (2) job dislocation was more likely to occur in the private sector, in industrial and trades operations, in concessionary bargaining climates, and in industries with lower educational requirements for employment; (3) layoffs were the most frequent form of job dislocation and no one factor was reported as the dominant reason for dislocations; (4) over 14 percent of respondents said it is likely or extremely likely that they will experience significant dislocation during the next year; (5) unions whose members had been dislocated have tended not to use programs designed to assist dislocated workers, and there is a low level of familiarity with such programs among all local union leaders; (6) respondents cited job search and placement as the first and retraining as the second most important needs of their dislocated members; and (7) respondents strongly agreed that it is important for organized labor to be deeply involved in dealing with worker dislocation. (The document contains a copy of the telephone survey questionnaire.) (CML)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****



ED313537

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

Minor changes have been made to improve reproduction quality.

Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

J. Heh

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

CE053138

BEST COPY AVAILABLE

Pennsylvania Trade Unions and Worker Dislocation:

Experiences and Attitudes

A Research Report to the Pennsylvania AFL-CIO

Supported by the Pennsylvania Dislocated Workers Program
of
The Pennsylvania Department of Labor and Industry

Tom Juravich, Ph.D.
Gilbert J. Gall, Ph.D.

Department of Labor Studies and Industrial Relations,
The Pennsylvania State University

June 30, 1989

Acknowledgements

The authors would like to acknowledge the support and guidance of Frank Mont, Deputy Secretary, and Alice Hoffman, Director of the Dislocated Workers Unit, at the Pennsylvania Department of Labor and Industry.

We would also like to acknowledge Julius Uehlein, President, and Judith Heh, Secretary-Treasurer of the Pennsylvania AFL-CIO, who directed the project at the State Federation.

We are especially grateful to Norma Kirkpatrick, Computer Specialist, for administering and supervising the survey.

Finally, we would also like to thank Frank Kelley, Financial Analyst, for his assistance.

Cover photo by Jim Deegan, staff photographer, Pennsylvania AFL-CIO.

Summary of the Research Report

The responses of over a thousand local union officials to a survey on the problems of dislocated workers in Pennsylvania indicate the following conclusions:

- Over 30% of the local unions sampled experienced some level of job dislocation in the last year.
- Job dislocation in Pennsylvania was more likely to occur in the private sector, in industrial/trades type operations, in concessionary bargaining climates, and in industries with lower educational requirements for employment.
- Layoffs are the most frequent form of job dislocation. The reasons for job dislocation are due to many factors; no one factor overwhelmingly predominates.
- Over 14% of local unions sampled state it is "likely" or "extremely likely" they will experience significant dislocation in the next year; an additional 20% of the unions are unsure as to whether they will face such dislocation.
- Local unions who have had experience in dealing with member job dislocation have had a relatively low utilization rate of programs designed to assist dislocated workers. There is also a low level of familiarity with such programs among all local union leaders.
- Union officers at the local level cite "job search and placement" and then "retraining" as the first and second most important needs of their dislocated members.
- Local union officials strongly agree that it is important for organized labor in the state to be deeply involved in dealing with worker dislocation.

Policy Recommendations

The conclusions given in this report suggest the following policy recommendations:

- Given the present level of worker dislocation, and the projections of dislocation in the next year, **the state must reaffirm its commitment to worker retraining, job placement, and basic education for workers.**

- Considering the insufficient knowledge level regarding federal, state, and local programs designed to assist dislocated workers, policymakers **need to institute an immediate and concerted effort at providing information to Pennsylvania workers about programs designed to assist them in dealing with economic dislocation.**

- Since a large degree of the job dislocation is occurring in the older, more highly unionized industrial workplaces across the Commonwealth, **education about programs designed to assist dislocated workers should be channelled through the state's labor movement.**

- Using the identification of 67 local unions in this survey who report that dislocation is "extremely likely" in the coming year, policymakers **should develop and/or enhance special early warning programs to identify and address the needs of workers where job dislocation is imminent.**

Pennsylvania Trade Unions and Worker Dislocation:

Experiences and Attitudes

Introduction

Over the past few years, the Commonwealth has initiated a series of programs to assist displaced workers. These include the Governor's Rapid Response program, the Job Centers approach to centralizing employment assistance, and various other efforts to deal with the social and human consequences of plant closings and mass layoffs.

In order to do so effectively, policymakers must acknowlege the central role that the Pennsylvania labor movement must play in communicating the availability of those services. Pennsylvania is one of the most highly unionized states in the nation, with 27 percent of its labor force organized. Approximately 1.23 million citizens of the state are union members. Since much of the economic dislocation affecting employment occurs in sectors of the economy that are highly unionized, it becomes increasingly clear that the labor movement in Pennsylvania needs to be fundamentally involved in informing the state's workers of the services that are in place to assist them in dealing with job dislocation.

This research was designed to assess the experiences and attitudes of trade union leaders in the Commonwealth concerning worker dislocation. More specifically, it looks at the:

- estimates of present and future levels of worker dislocation
- level of general familiarity with programs concerning dislocation
- factors behind dislocation and utilization of existing programs

Methods and Description of the Sample

In May and early June of 1989, a survey was conducted of the 1,824 local unions who are affiliates of the Pennsylvania AFL-CIO (Appendix A). Attempts were made to reach an officer of all affiliates by telephone where the phone numbers were available. Where those numbers were not available, or where phone contact was not possible, mail-back surveys were sent to those who could not be reached. A total of 1,054 responded to the survey (representing 478,150 workers) for a 58 percent response rate.[1]

Analysis by county indicates a balanced geographic distribution of the sample. Comparison of responses to the list of affiliates shows a valid distribution of the sample across a wide variety of union types (i.e. public/private sector, industrial, service, etc.) and no evidence of bias.

Table 1 describes the sample in terms of a number of basic factors:

Table 1
Description of the Sample

Variable	Number	Percent
Sector		
Private	620	60.5
Public	365	35.6
Non-profit	40	3.9
Type of work		
Industrial	375	35.9
Building Trades	85	8.1
Service	407	39.0
Transportation	59	5.7
Size		
less than 50	252	24.2
50-100	211	20.2
100 + - 250	278	26.7
250 + - 500	131	12.6
500 + - 1000	85	8.2
1000 + - 2000	38	3.6
2000 + - 5000	32	3.1
5000 + -10000	7	.7
10000 + -25000	6	.6
25000 +	2	.2
How long workplace in community?		
Less than 1 year	4	.4
1-5 years	31	3.1
5 + -10 years	31	3.1
10 + -20 years	137	13.9
20 + years	784	79.4
More than one location in PA?		
Yes	668	64.9
No	362	34.6

1. Fifty-four (54) or 5% of the responses were based on mail-back surveys, the remainder were based on telephone interviews. Nine (9) responses contained substantially incomplete data and were deleted from further analysis.

Approximately two-thirds (60.5%) of the unions sampled are in the private sector. One-third (35.9%) of the unions have members working primarily in industry, while slightly more than that (39.0%) have members working in service industries. Slightly less than one-half (44.4%) of the unions function in workplaces with less than one hundred employees. Approximately another quarter (26.7%) of them represent members in workplaces with between 100 and 250 employees. The remainder are employed in larger facilities. This appears to reflect a trend towards the smaller workplaces typical of growing service sector employment. In addition, the increasing tendency of employers to outsource or subcontract work may also have had an impact on size.

Table 1 also suggests that the employers of the majority of the local unions sampled are not new employers. Over three-quarters (79.4%) of the union officials report that the workplaces have been in the community for over twenty years. Additionally, one-third (34.6%) state that their employers have multiple locations in Pennsylvania.

Table 2 provides additional information on the unions sampled:

Table 2
The Nature of Trade Unionism in Pennsylvania

Variable	Number	Percent
Change in size past five years		
Grown dramatically	99	9.5
Grown a little	224	21.5
Same	287	27.5
Shrunk a little	202	19.4
Shrunk dramatically	230	22.1
Last contract		
Strong Improvement	178	17.5
Somewhat of an improvement	393	38.5
Same	257	25.2
Minor concessions	92	8.8
Major concessions	100	9.8
Work stoppage past five years?		
Yes	140	13.4
No	901	86.2
Security of local		
Extremely secure	140	13.5
Very secure	387	37.2
Somewhat secure	290	27.9
Questionable	181	17.4
Not at all secure	41	3.9

It is clear from the Table 2 that a considerable number of local unions (41.5%) report that they have been shrinking over the past five years, with 22.1% indicating that it was a dramatic decline. In terms of their last contract negotiations, slightly more than one-half (56.0%) report an improvement. Approximately one-quarter of the locals experienced no improvement in their contract, with the remainder accepting concessions.[2] As reflected in the above table, only a minority (17.5%) of unions succeeded in establishing strong improvements in their contracts.

2. It should be noted here that this data is based on the self-reports of local union officers and not on an actual evaluation of union contracts.

Table 2 also presents information on work stoppages of those locals sampled and trade union officers' evaluation of the security of their locals. Despite the characterization of Pennsylvania as a state with a strike-prone workforce, only 13.4% of the local unions experienced any work stoppage in the past five years.[3] In reference to union security, approximately one-half (50.7%) report that their local is secure, yet approximately one-quarter (21.1%) report that their security is questionable or precarious. Clearly a substantial number of local union officers in Pennsylvania feel that the future security of their unions is at risk.

Discussion of Dislocation Findings

"It is apparent . . . that the majority of trade union officials sampled are not familiar with the specialized programs that exist to serve displaced workers . . ."

Table 3 reports local unions' experience with worker dislocation and familiarity with various worker assistance programs. Two-thirds (69.4%) of the locals in the sample experienced no worker dislocation over the past year, while 30.6% did, representing 30,581 dislocated workers in our sample.[4]

Given the fact that one-third of local unions in the Pennsylvania AFL-CIO have experienced some worker dislocation and their officers estimate more are at risk, we asked local union officials about their familiarity with a number of specific federal state, and local programs designed to serve dislocated workers. Table 3 reports their responses to a number of individual programs:

3. For some locals five years would cover two contract negotiations, so that this figure of 13.4% may be an inflated estimate of how many negotiations result in work stoppages.

4. Locals in workplaces that closed completely may no longer be in existence and are therefore not reflected in our percentages.

Table 3
Dislocated Workers in Pennsylvania

Variable	Number	Percent
Percentage of Workforce Dislocated (past year)		
None	713	69.4
Less than 5%	124	12.1
5-10%	72	7.0
10-25%	40	3.9
25-50%	38	3.7
50-75%	16	1.6
75-99%	12	1.2
All	12	1.2
Familiarity—WARN		
Unfamiliar	891	85.8
2	65	6.3
3	55	5.3
4	8	.8
Familiar	20	1.9
Familiarity—JTPA		
Unfamiliar	504	48.2
2	220	21.1
3	162	15.5
4	68	6.5
Familiar	91	8.7
Familiarity—PIC		
Unfamiliar	697	67.0
2	135	13.0
3	109	10.5
4	46	4.4
Familiar	53	5.1
Familiarity—Job Centers		
Unfamiliar	592	56.9
2	143	13.7
3	161	15.5
4	67	6.4
Familiar	77	7.4
Familiarity—Job Service		
Unfamiliar	479	46.1
2	157	15.1
3	182	17.5
4	93	8.9
Familiar	129	12.4
Familiarity—Office of Employment Security		
Unfamiliar	209	20.1
2	133	12.8
3	154	14.8
4	136	13.1
Familiar	407	39.2
Familiarity—United Way/Community Service		
Unfamiliar	250	24.1
2	165	16.9
3	196	18.9
4	118	11.4
Familiar	299	28.8

As expected, the vast majority of trade union leaders sampled know very little about the recently enacted Worker Adjustment and Retrainning Notification (WARN) legislation. Somewhat surprising, however, is that almost one-half report that they are also unfamiliar with the Job Training Partnership Act (JTPA), a federal program that has been in existence for a number of years.[5] Similarly, 67.0% are unfamiliar with locally focused Private Industry Councils (PICs), 56% are unfamiliar with state's Job Centers, and 46.1% are unfamiliar with the Job Service.

However, a significant number of trade unionists were familiar with the Office of Employment Security, which handles unemployment claims. In addition, union officers in the Pennsylvania AFL-CIO are also considerably more familiar with the services of the United Way and the Community Services program, in which they have long participated. With the exception of these two programs, though, it is apparent from the Table that the majority of trade union officials sampled are not familiar with the specialized programs that exist to serve displaced workers, whether they are federal, state, or local initiatives. This is especially the case for those programs that have come into existance

Table 4
Determinants of Worker Dislocation

4a: Crosstabulation of percent dislocated by employment sector

Dislocation	Private	Public	Non-Profit
None	59.8	85.8	82.1
< 10%	23.3	11.9	12.8
> 10%	16.2	2.2	5.5

$X^2 = 84.02^{**}$
** = significant at the .01 level

4b: Crosstabulation of percent dislocated by type of work

Dislocation	Industrial	Trades	Service	Transport	Other
None	59.8	43.5	83.3	84.5	63.8
< 10%	26.1	20.0	13.3	10.3	20.7
> 10%	14.1	36.5	3.5	5.2	15.5

$X^2 = 199.96^{**}$
** = significant at the .01 level

4c: Crosstabulation of percent dislocated by last contract

Dislocation	Improve	2	3	4	Concessions
None	81.5	73.4	63.2	70.0	51.5
< 10%	13.5	15.4	24.1	18.9	30.3
> 10%	5.1	11.2	12.6	11.1	18.2

$X^2 = 36.96^{**}$
** = significant at the .01 level

4d: Crosstabulation of percent dislocated by educational requirements

Dislocation	H.S. Required	H.S. Not Required
None	74.8	67.9
< 10%	7.8	9.0
> 10%	7.4	13.2

$X^2 = 8.22^{**}$
** = significant at the .01 level

Note: Table 4 is based on a recoding of Question 46 of the survey from the way in which it was reported at the top of Table 3. The answers were recoded into: a) no dislocation; b) 0-10%; c) More than 10%.

5. JTPA has recently been subsumed by the Economic Dislocation and Worker Adjustment Act (EDWAA).

recently, indicating an educational gap that needs to be rectified if those services are to reach their intended recipients.

How to begin to respond to that educational need is the subject of Table 4. Crosstabulations of some of the determinants of worker dislocation from the sample provide some suggestions as to where such future educational efforts might be targeted. As Table 4a shows, worker dislocation in Pennsylvania has been most pronounced in the private sector economy. Private sector local unions suffered dislocation over twice as often as either public or private, non-profit organizations. Nearly a quarter of the private sector local unions (23.3%) suffered dislocation under 10%, compared to 11.9% for the public sector and 12.8 for the non-profit segment. Moreover, when dislocation became more severe, the comparison became even sharper, with the private sector being approximately three to eight times more likely to experience worker dislocation above 10%.

"over 90% of local union officers of the Pennsylvania AFL-CIO strongly agree that it is important for organized labor to be more deeply involved in dealing with the problems of dislocated workers in the state."

In terms of types of work, unions representing workers in the industrial and trades showed the greater tendency to experience dislocation. Table 4b shows that the trade group was in fact the most likely to encounter severe dislocation, with 36.5% of the locals experiencing dislocation in the above 10% ranking, and another 20% in the under 10% category. Overall, approximately 40% of industrial local unions were subjected to dislocation, while the service and transportation sectors were much less likely, at 16.8% and 15.5% respectively, to realize significant job loss.

Predictably, those unions that were facing concessionary bargaining climates ranked highest in the dislocation categories. In the under 10% of the workforce dislocated division, as indicated in Table 4c, about a third (30.3%) of the local unions undergoing concessionary negotiations suffered job loss. Similarly, in the above 10% crosstabulation, almost a fifth (18.2%) of the locals in concession situations endured major work dislocation. In combination, nearly half of the unions that were bargaining in that type of environment experienced significant worker dislocation. And finally, it seems that employers who had higher educational requirements (e.g. high school) were somewhat less likely to experience dislocation. As seen in Table 4d, about a third (32.2%) of the local unions whose employer did not require a high school diploma ran into job loss of significant proportions, versus about a quarter (25.2%) of those employers who required higher education.

How and why Pennsylvania trade unionists experienced worker dislocation, as well as union officials' reaction to assistance efforts are listed in Table 5. The major method through which workers are dislocated in the state is through layoff, with about three-quarters (71.9%) of the locals responding listing it as a factor. Second in importance was having specific jobs eliminated or having a facility shut-down, with 27% and 24% respectively. Interestingly, it appears that a multiplicity of factors was responsible for the dislocation. Union officers cited shrinking demand about a quarter (25.4%) of the time and management decisions about a fifth (19.2%). However, no one reason for the dislocation seemed to dominate accross the board, as evidenced by the substantial "other" response (33.2%).

Table 5
Experiences With Worker Dislocation

Variable	Number	Percent
How were members dislocated[6]		
Facility Shutdown	69	24.0
Layoffs	212	71.9
Shift Elimination	38	13.7
Specific jobs eliminated	77	27.0
Major factor behind dislocation		
Shrinking Demand	78	25.4
Economic Difficulties	42	13.7
Transfer of Ownership	13	4.2
Outsourcing	13	4.2
Managmenet decision	59	19.2
Other	102	33.2
Involvement with agencies		
WARN	50	5.0
JTPA	74	4.3
PIC	68	21.7
Job Centers	78	24.6
Job Service	111	32.1
OES	232	42.4
United Way/Com. Ser.	101	30.6
Rating of government services		
Excellent	26	11.4
Good	62	27.2
Adequate	74	32.5
Poor	32	14.0
Inadequate	33	14.5
Most important need of dislocated member		
Job search/placement	183	65.8
Retraining	39	14.0
Basic education	6	2.2
Personal/family counseling	12	4.3
Credit/fiancial councseling	24	5.0
Other	36	8.6
Second most important need of a dislocated member		
Job search/placement	18	9.7
Retraining	86	46.5
Basic education	15	8.1
Personal/family counseling	10	5.4
Credit/financial counseling	50	27.0
Other	6	3.2

Source: Based on 314 locals that reported dislocation.

Table 5 also indicates that union officials who have had to deal with dislocation are also unfamiliar with many of the laws and agencies designed to assist displaced workers. Only 14.3% were involved with the Job Training and Partnership Act, 21.7% with Private Industry Councils, and 24.6% with the Governor's Job Centers concept. Moreover, only 5% knew of the recently passed plant closing/mass layoff notification provisions of the WARN act. About a third of the respondents listed contact with the state's Job Service offices and United Way/Community Service agencies. Involvement

6. The respondents answered each of these questions separately. Consequently, the percentages total to more than 100%.

with the state's Office of Employment Security (Unemployment Compensation) was far and away the agency that had the most impact, with 72.4% reporting contact. Of those programs, 61% rated their experience of government services as ranging from Adequate to Inadequate. Thus, outside of the OES there has been little involvement with government programs designed to assist the dislocated worker and, when there has been contact, a rather lukewarm evaluation of those govenment programs.

Finally, Table 5 also outlines local union officials' judgments of the educational/personal needs of their dislocated members. In their estimation, assistance with job search and placement (65.8%) was the *most* important need of their dislocated members. After that, union officers listed retraining (46.5%) as the *second* most important need of dislocated workers, with credit/financial counseling placing second (27%). Ancillary educational and social service efforts were ranked as much less pressing than finding a new job or being able to be trained for a new occupation.

Union officials' predictions concerning dislocation and employment are outlined in Table 6:

Table 6
Attitudes Toward Displacement and Programs

Variable	Number	Percent
Likelihood of significant dislocation in next year		
Extremely Likely	67	6.5
Likely	79	7.7
Questionable	206	20.1
Unlikely	291	28.4
Extremely unlikely	381	37.2
Assessment of employment next five years		
Grow dramatically	49	4.9
Grow slightly	384	38.3
Same	381	38.0
Slight reduction	136	13.6
Dramatic reduction	52	5.2
How important labor do more concerning dislocation		
Extremely important	743	68.2
Important	260	23.9
Somewhat important	53	4.9
Marginally important	14	1.3
Unimportant	20	1.8

Although not in the majority, a fairly sizeable segment (34.3%) of the local union officers believe that it is questionable to extremely likely that their members will experience significant dislocation in the short range future. Moreover, union officials clearly do not anticipate that employment will undergo a major expansion in the state. About three-quarters (76.3%) estimate job levels will stay the same or only increase slightly. Nearly a fifth (18.8%) forecast either a slight or dramatic employment decline in the next five years. Perhaps because of this, over 90% of the local union officers of the Pennsylvania AFL-CIO strongly agree that it is extremely important (68.2%) or important (23.9%) for organized labor to be more deeply involved in dealing with the problems of dislocated workers in the state.

Appendix A

Telephone Survey Questionnaire
Pennsylvania AFL-CIO Affiliates Concerning Displaced Workers

I am calling on behalf of the Pennsylvania AFL-CIO. We have been asked by the Pennsylvania Department of Labor and Industry to survey our affiliates concerning dislocated workers. It is extremely important that we receive your opinions so that programs can be best designed to fit the needs of your members. I would like to ask you a few questions that should take no more than five minutes.

Let me begin by asking you a few background questions about your local union and verifying the information we have on hand.

1. International
2. Local Number
3. Chief Officer
4. Title
5. Street
6. City
7. State
8. Zip
9. Is this address
   1. Local union office
   2. Local officer's home address
   3. Other, describe
10.
11. Phone ( ) -
12. Is this number
    1. Local union office
    2. Officer's work phone
    3. Officer's home phone
    4. Other, describe
13.
14. When is the best time for someone to reach you at this number?
    1. All day
    2. Morning
    3. Afternoon
    4. Evening
    5. Other, describe
15.
16. How long have you been chief officer?
    1. Less than one year
    2. 1+ to 5 years
    3. 5+ to 10 years
    4. more than 10 years
17. Community Services Representative or person who would handle dislocated workers
    First Name
    Last Name
18. Phone ( ) -
19. Is this number
    1. Local union office
    2. Work phone
    3. Home phone
    4. Other, describe
20.
21. When is the best time for someone to reach them at this number?
    1. All day
    2. Morning
    3. Afternoon
    4. Evening
    5. Other, describe
22.
23. Does your local represent more than one employer?
    1. Yes
    2. No
24. Does your employer have more than one plant or location in Pennsylvania?
    1. Yes
    2. No
25. What is the full name of your primary employer?
26. In what county is it located (code)
    (County Name)
27. In what city/town is your employer located?
28. How long has it been located in your community?
    1. Less than 1 year
    2. 1+ to 5 years
    3. 5+ to 10 years
    4. 10+ to 20 years
    5. 20 years or more
29. Is your employer
    1. Private sector
    2. Public sector (government)
    3. Non-profit
30. As a condition of employment, are your workers required to have a high school education?
    1. Yes
    2. No
31. Describe the kind of work the majority of your members are engaged in
    1. Industrial
    2. Building trades
    3. Service
    4. Transportation
    5. Other, describe
32.
33. How many members are presently in your local?
    1. Less than 50
    2. 50 + to 100
    3. 100 + to 250
    4. 250 + to 500
    5. 500 + to 1,000
    6. 1,000 + to 2,000
    7. 2,000 + to 5,000
    8. 5,000 + to 10,000
    9. 10,000 + to 25,000
    10. More than 25,000

34. What has happened to the size of your local in the past five years?
    1. Grown dramatically
    2. Grown a little
    3. Stayed about the same
    4. Shrunk a little
    5. Shrunk dramatically
35. Describe your union contract
    1. Nationally negotiated
    2. Nationally negotiated with local supplements
    3. Regionally/statewide negotiated
    4. Regionally/statewide negotiated with supplements
    5. Locally negotiated
36. How would you characterize your last union contract compared to the previous one?
    1. Strong improvement
    2. Somewhat of an improvement
    3. About the same
    4. Minor concessions
    5. Major concessions
37. Has your local had work stoppages related to contract negotiations during the past five years?
    1. Yes
    2. No
38. Rate the security of your local union over the next five years
    1. Extremely secure
    2. Very secure
    3. Somewhat secure
    4. Questionable
    5. Not at all secure

I would like to ask you a few questions specifically about your experiences with layoffs and dislocated workers.

How familiar are you with the following agencies that assist dislocated workers (rate each item 1 to 5, 5 being most familiar, 1 being the least).

39.	1	2	3	4	5	WARN Legislation
40.	1	2	3	4	5	Job Training Partnership (JTPA)
41.	1	2	3	4	5	Private Industry Council (PIC)
42.	1	2	3	4	5	United Way/Community Service
43.	1	2	3	4	5	Job Centers
44.	1	2	3	4	5	Job Service
45.	1	2	3	4	5	Office of Employment Security

46. What percentage of your membership has been dislocated — not working either due to layoffs or other forces — during the past year.
    1. None (If "None," skip to question 65).
    2. Less than 5%
    3. 5 to 10%
    4. 10 to 25%
    5. 25 to 50%
    6. 50 to 75%
    7. 75 to 99%
    8. All

Skip Questions 47 through 64 if the above answer is "None."

In what way were your members dislocated (laid off)?

	Yes	No	
47.	1	2	Plant (facility) shutdown
48.	1	2	Reduction of workforce (layoffs)
49.	1	2	Shift elimination
50.	1	2	Elimination of specific jobs (positions)
51.	1	2	Other, describe

52.

53. What was the major factor behind this dislocation?
    1. Shrinking demand for product or service
    2. Economic difficulties of employer
    3. Transfer of ownership
    4. Outsourcing/subcontracting
    5. Management decision
    6. Other, describe

54.

Which of the following agencies have assisted your dislocated members and rate their importance (rate each item from 0 to 5, 0 being not involved/important, 1 being slight involvement/importance, 5 being a great deal of involvement/importance.

55.	1	2	3	4	5	WARN Legislation
56.	1	2	3	4	5	Job Training Partnership (JTPA)
57.	1	2	3	4	5	Private Industry Council (PIC)
58.	1	2	3	4	5	United Way/Community Service
59.	1	2	3	4	5	Job Centers
60.	1	2	3	4	5	Job Service
61.	1	2	3	4	5	Office of Employment Security

62. Did the governmental agencies respond to your situation and provide adequate services to your dislocated members?
    1. Services were excellent
    2. Services were good
    3. Services were adequate
    4. Services were poor
    5. Services were extremely inadequate
63. Which are the two most important needs of your dislocated members?
    1. Job search/placement
    2. Retraining
    3. Basic education
    4. Personal/family counseling
    5. Credit/financial counseling
    6. Other, describe

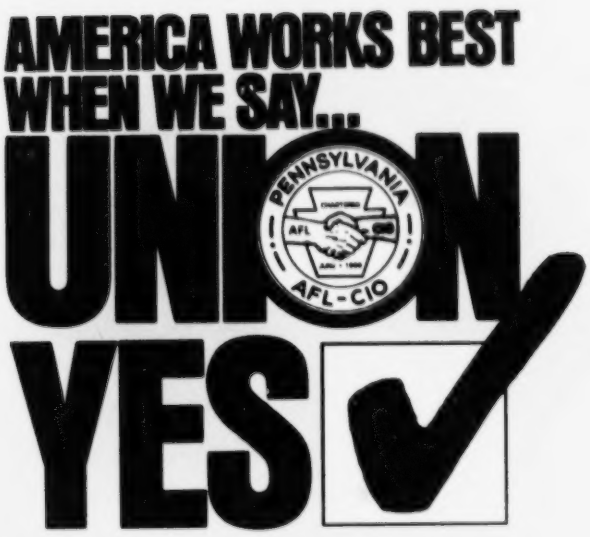
64.

Continue here with question 65

65. What is the likelihood that some significant dislocation of your members will occur in the next year?
    1. Extremely likely
    2. Likely
    3. Questionable
    4. Unlikely
    5. Extremely unlikely

66. What is your assessment of employment changes over the next five years?
    1. Grow dramatically
    2. Grow slightly
    3. Remain about the same
    4. Slight reduction
    5. Dramatic reduction
67. How important is it for the labor movement to do more to address the problems of dislocated workers?
    1. Extremely important
    2. Important
    3. Somewhat important
    4. Marginally important
    5. Unimportant
68. This is the end of the survey. I would like to thank you for your time. Would you like a copy of the results of the survey?
    1. Yes
    2. No

AMERICA WORKS BEST WHEN WE SAY...



Distributed by:

THE PENNSYLVANIA AFL-CIO

Julius Uehlein
President

Robert McIntyre
Executive Vice-President

Judith Heh
Secretary-Treasurer

Made possible through a grant from Pennsylvania Department of Labor and Industry